

FACULTY SENATE MINUTES December 1, 1993

The meeting was called to order at 3:04 PM in Currell College Auditorium by Marcia Welsh, Chair.

I. CORRECTION AND APPROVAL OF THE MINUTES OF NOV. 3, 1993.

The minutes were approved with the following corrections:

pages 1 and 7: The external review group has the operating name of:

"Review Group for Health Related Sciences"

page 4: Kathy Graham did not ask the incident question -- no one claimed credit.

page 5: Good of the Order: Professor Milledge Seigel not Millard Seigel.

page 5: 8 lines from the bottom: Change Jane Love to Janice Love.

II. REPORTS OF OFFICERS

Report of the President, President Palms:

The President made the following comments:

1. The members of the faculty were urged to attend **commencement**.
2. Three of the **dean searches** should be completed in the early spring. They are Business Administration, Humanities and Social Sciences, and Science and Mathematics.
3. The President has received comments from our various campuses on the **Sexual Harassment Policy**. The Affirmative Action Committee should have a final proposed policy by Jan. 15. The President expressed general satisfaction with the original policy as it pertains to the investigations of sexual harassment but he has reservations about the practical implications of how the policy addresses consensual relationships between faculty, staff, and students. Further input to the committee is requested.
4. Representatives of the **Ford Foundation** are visiting to consider a \$300,000 grant. We have received a \$500,000 grant for the library from the NEH. This grant requires \$1,500,000 in matching funds.
5. The University's top priority with the legislature will be salaries.
6. The Search Committee for the **Honor's College Dean** will be Rob Patterson (Chair) Department of History; George Cowart, School of Music; John Dean, Institute of Public Affairs; Robert Felix, Law; Donald Jones, Religious Studies; Patrick Scott, Department of English; Laurie Thombs, Statistics; and Jessica Runion and Rochelle Killingbeck, students.

7. A committee has been established to **review the Office of Sponsored Research**. This committee is Thomas Coggins, Office of Sponsored Research; Dr. Stanley Fowler, Associate Dean in the School of Medicine;

Geography Dept. of ~~Geology~~; William Kanen, Director of Earth Sciences and Resource Institute; Professor William Perkle, Dept. of Geology; Professor Ronald Prinz, Department of Psychology; William Ranson, College of Engineering; Robert Sharpley, Dept. of Mathematics; ~~Joanne Sullivan, Director of Medical Technology of the College of Science and Mathematics~~; Professor Harriet Williams, Dept. of Exercise Science; Professor Roy E. Wuthier, Dept. of Chemistry; and Carol Garrison, Interim Associate Provost.

8. The University is preparing to start a major fund raising drive.

Eldon Wedlock (LAWS) asked the President to be specific concerning his reservations on the **sexual harassment** policy. The President said that he had reservations on both identifying consensual relationships and the penalties. This is a senior research institution with adults attending. He expressed concern that some of the proposed rules may not even be constitutional.

Richard Pool (ENGR) brought up the **parking** matter again referring to the July resolution and the President's request for further time to study the issue at the October meeting. Prof. Pool continued by commenting: "The resolution referred to dealt only with faculty and staff parking for which there are presently assigned lots. It was simply a matter of who gets reserved spaces and who gets hunt and pick spaces. Unfortunately the vast majority of faculty gets hunt and pick spaces which may not exist. I know that a bigger concern is the matter of faculty salaries and I hear great lamentations from you and others of the administration bemoaning the fact that the legislature won't appropriate the funds necessary to correct the salary situation. That notwithstanding, there are widely circulated rumors that certain faculty members are chosen to get raises especially if they threaten to go elsewhere. Be that as it may I do understand that it is difficult to get the desired funds for faculty raises and I applaud all your efforts in this endeavor. On the other hand it does appear to me that it is not a great problem to consider the referred to resolution hoping to resolve it to the satisfaction of the faculty. It is not like not getting money from the legislature and it seems to me that it is something that can be easily achieved if you and others of the administration care to do it." Prof. Pool also expressed concern that he could no longer use his "H" sticker to park at the coliseum during basketball games. He was told that only President Palms or Dr. McGee could give permission. The President responded with comments about plans for increased parking on campus and the need to work to improve faculty salaries. Charles Mack (ARTH) pointed out that this did not respond to the Senate resolution. The President then responded that there was a history of certain administrators getting reserved parking and that many top notch faculty are making parking as a condition of their negotiations for employment. The parking problem will be reviewed when the master plan is clearly established.

Charles Mack (ARTH) stated that since we are hiring a new coach, now might be a good time for the administration and faculty to review the nature of "semi

professional" sports on the University campus. The President said that the faculty was welcome to discuss this at any time but they should note that the symbolism has a tremendous impact on the institution. The athletic program is now paying its own way, including overhead costs, and is providing funds for scholarships for all students.

III. REPORTS OF COMMITTEES

IIIA. Senate Steering Committee, J. L. Safko:

^{Mishler}
William Mishner has resigned from the Budget Committee. The Steering Committee has nominated Richard Childers (PHYS) to serve the remainder of the term (through summer 1994). Since no further nominations were made by the end of the meeting, he was declared elected.

IIIB. Grade Change Committee, Sallie Boggs, Chair:

Prof. Boggs announced that she will be stepping down from the committee chair position for family reasons and that the committee will have a new chair by the next Senate meeting. She thanked the faculty for their cooperation and expressed her hope that the committee has made processing grade changes easier. The committee report was submitted and accepted by the Senate.

David Rembert (BIOL) asked the reason for the 35% rejection rate. Prof. Boggs said that this percentage is unusually high and it is a result of many factors. Some are technical such as the lack of a signature or a request to assign a "W" which required standards committee approval. Others do not meet standards or are not clearly explained. Many of the rejections will be resubmitted.

IIIC. Curricula and Courses Committee, Thomas Cafferty, Chair:

The committee report was accepted with the following editorial changes:
page 13, BIOL 302: The only change is the CHEM 331 prerequisite should be 333.
page 12 -- add the hours in the changed description.

IIID. Faculty Advisory Committee, Brian Fry, Chair:

The committee report is on pages 15 and 16 of the agenda. The proposal is to pass three motions at the next meeting amending the bylaws and changing the Faculty Manual to reduce the terms of senators from 3 to 2 years. Two corrections to the printed material were given: on page 15, sixth line from the bottom where 1993-94 should read 1994-95 and on page 16, line 7, "members of the Senate shall serve terms of two years".
(In the following the old wording is struck out and the new wording is in *italics*)

The first motion is to amend the bylaws to read: "Thereafter members of the Senate shall have terms of $\frac{2}{3}$ 2 years." A 2/3 majority vote is required.

The second motion is a change in the Faculty Manual to make the terms of the senators two years.

The third motion on page 15 is designed to cover the changeover period as we convert from three year terms to two year terms so that by 1995-6 half the Senate will be elected each year.

This change in the terms of Faculty Senators is proposed to reduce the burden on senators and to get more faculty members involved in faculty governance. The chair ruled that further discussion would be held at the next meeting.

In response to a question from David Berube (THSP), Prof. Herr made the following statement: "The evolution of this idea came from a previous Senate meeting. It seems that it has just been before the Faculty Advisory Committee, proposed by me, almost as long as the national health plan. A senator from chemistry raised the issue one time. He did not put it in a formal motion that the percentage of faculty serving on the Senate be reduced from, I think maybe, 10% to 8% and I gave some considerable thought to that and saw immediately that what that would do is cut in the representation. That is, the quantity of representation of all of the units. I devised this idea of reducing the Senate term from 3 years to 2 years in the hopes that, as it states here, it reduce the burden on the faculty members. This is a burden as we can see from poor attendance and occasions when the Senate has had to adjourn early; and as we can see from the problem some Senate units have in finding people who are really willing to serve. The second reason is to increase that number of faculty who have cycled through this process. This will make it easier to identify people who are interested in faculty governance and are willing to take a serious interest and real part in the government."

IIIE. Faculty Welfare Committee, Henry Price, Chair:

The committee moved its three motions on page 17 of the agenda concerning **sexual orientation**. The purpose was described as putting sexual orientation on the list of non-discrimination without putting it on the list of affirmative action. Attempts to simplify the wording failed since certain aspects seem to be limited by federal regulation. The motion to revise PSER 2.00, I.B passed. The motion to revise PSER 2.00, II.A.7 passed with the deletion of the phrase "which is proportional to the representation in the relevant applicant pools and labor markets respectively." The third resolution at the bottom of page 17 was approved without change.

The Senate then considered the resolutions on the **Blatt Physical Education Center**.

These motions appear on pages 21 and 22 of the agenda. The first motion requesting the **activation** of the **Building Advisory Committee** was approved. The five points in the second motion and proposed amendments were tabled.

Upon the request of Trevor Howard-Hill (ENGL), the Chair directed the Welfare Committee to further study the Affirmative Action policy of the University and report to the Senate.

The Chair introduced Danielle Williams who described the Elder Hostel program, notified the faculty members that a call for programs would be coming out, and encouraged them to become participants in the program.

IIIE Academic Responsibility Committee , Eleanor DelPo, Chair:

Prof. DelPo requested the committee report be deferred until the next meeting and that it be first on the agenda. The Chair so ordered.

IV. REPORT OF THE SECRETARY, J. L. Safko: None

V. UNFINISHED BUSINESS: NONE

VI. NEW BUSINESS

Charles Weasmer (GINT) moved that

"The sexual harassment policy adopted May 5, 1993 as applied to the faculty and students is currently in effect and needs to be given prompt implementation."

The motion was approved. He then further moved that:

"Faculty sanctions under the Sexual harassment Policy adopted May 5, 1993, are subject to and governed by, the provisions of the Faculty Manual."

This motion was also approved.

Joan Altekruise (MEDC) pointed out that the Faculty Manual specifies the locker room fee and services provided and noted that apparently the Faculty Manual can be amended by administrative fiat.

VII. GOOD OF THE ORDER

Robert Felix (LAWS) gave further details to his observations at the last meeting. "The meeting of the faculty - general faculty - which adopted the tenure and promotion system proposed by the select committee occurred on November 26, 1974. The materials provided by the Faculty Advisory Committee can be found as Attachment D for the Faculty Senate meeting of November 7, 1990."

VIII. ANNOUNCEMENTS

Charles Tucker (SOCY) offered copies of the Faculty Advisory Committee report referred to by Prof. Felix.

The meeting adjourned at 5:10 PM.